

Vermont Child Care Apprenticeship Program

“My career supports your career.”



Vermont businesses and their employees depend on reliable, high quality child care. The VT Child Care Apprenticeship Program combines tuition-free college courses and on-the-job mentoring to build a well-trained child care workforce.



Apprentices currently work in more than 30 child care centers across the state, supervised by experienced mentors who guide them in providing the best care for Vermont's children and families.

Help sustain this program and support quality child care in your community.

VCCIIC facilitates the Child Care Apprenticeship Program in partnership with the VT Department of Labor.

Become a Business Supporter of VCCIIC today.

www.vtchildcareindustry.org

**Northern Lights Career Development Center: EC Career Ladder alignment with
the Child Development Division (CDD) Recognition Bonus, STARS and Program Regulations**

	Level I	LEVEL II	LEVEL IIIA	LEVEL IIIB	Level IV (A & B)	Level V (A & B)
Northern Lights Career Ladder Levels¹ Education + Experience + current IPDP Levels I-III also require observation	<i>Fundamentals for Early Childhood Professionals</i> course OR approved equivalents	CDA credential OR 12 related college credits OR other equivalents	Completed apprentice OR CCV child care certificate OR 21 related college credits	Associate Degree - in early childhood or related field OR in unrelated field with 21 related credits	Bachelor Degree - in early childhood or related field OR Unrelated field with 30 related credits A) without teacher lic. B) with VT Agy. of Ed. teacher licensure in EC, ECSpecial Ed. or Elementary Ed.	Master Degree in early childhood or related field A) without teacher lic. B) with Agy. of Ed. teacher licensure in EC, EC Special Education, or Elementary education
	1 year experience	2 years experience	2 years experience	2 years experience	2 years experience (may include student teaching)	
STARS- staff qualifications arena	score 1	score 4	score 9	score 12	score 16 score 20 with VT Agy of Ed teacher licensure score 25 at Level V- A or B	
CDD recognition bonus²	\$100	\$500 (\$150 first CDA renewal)	\$750	\$1000	\$1200 + \$500 with VT EC or ECSpec. Ed. teacher licensure	
CDD child care program regs: staff³	-Teacher Assistant -Registered Family Child Care (FCC) Home (minimum)	-Teacher Assist. -Licensed FCC Home (min.)	Teacher Associate	Teacher Associate	Teacher	Teacher

³**Program Directors** of licensed child care programs need to meet Teacher Associate level or higher, depending on the size of the program, as well as other criteria.

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1. See Career Ladder for details. Related credits are approved by Northern Lights and related to the Early Childhood Core Knowledge Areas
 2. CDD requires Career Ladder Certificate and OTHER criteria to earn the recognition bonus
 3. SEE CDD Program Licensing Regulations for details

<http://northernlightscdc.org>



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For more information, [click here.](#)